MANITOBA LABOUR MARKET

ANNUAL REVIEW

1981

Research Branch
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EXECUTIVE SUMMARY

1. Manitoba's working age population grew slowly in 1981 increasing by 5,000 (0.7%) to 757,000. Last year's relatively small increase was, in part, a continuation of the recent national trend toward slower growth in the working age population due to lower birth rates. Manitoba's youth population declined in size for the third consecutive year. The aging of the baby boom generation however, resulted in increases for those 25 - 44 years of age.

2. Manitoba's labour force grew by 6,000 (1.2%) in 1981 to 492,000. The province's labour force continued to increase more rapidly than its working age population because of rising female participation rates. All of 1981's labour force increase can be accounted for by growth in the female work force. Women now represent 41.3% of the total provincial labour force compared to 33% in 1966.

3. The overall provincial participation rate continued to rise, increasing to 65.0% in 1981 from 64.6% in 1980. Participation rates among women rose to 52.2% in 1981, a new high. Male participation rates declined slightly to 78.4%.

4. The number of people employed in the province rose by 3,000 (0.7%) to 462,000 in 1981. Most of this increase in employment occurred among women rather than men and those over 25 years of age rather than those 15 - 24 years of age.

5. Employment growth was strongest in the Community, Business and Personal Services and Manufacturing sectors during 1981. Employment decreased last year in the Agriculture, Construction and Other Primary sectors due primarily to reductions in disposable income, a depressed housing market and poor international prices for metals, respectively.

6. The number of Manitobans unemployed increased by 2,000 to 29,000 during 1981. Measures closely related with economic hardship (e.g. unemployed looking for permanent full-time work, families with at least one unemployed) also increased slightly.

7. Manitoba's unemployment rate increased from 5.5% in 1980 to 6.0% in 1981. This was well below the national average of 7.6% during the year. Manitoba retained the third lowest unemployment rate behind Alberta and Saskatchewan. Unemployment rates in the province increased during 1981 for both males and females.

SUMMARY OF LABOUR MARKET VARIABLES

MANITOBA AND CANADA, 1980-81

	MANITOBA			CANADA		
	1981	1980	1980-81 % Change	1981	1980	1980-81 % Change
Working Age Population (000)	757	752	0.7	18,295	18,004	1.6
Labour Force	492	486	1.2	11.830	11,522	2.7
Participation Rate (%)	65.0	64.6		64.7	64.0	
Employed (000)	462	459	0.7	10,933	10,655	2.6
Unemployed (000)	29	27	7.4	898	867	3.6
Unemployment Rate (%)	6.0	5.5		7.6	7.5	

Source: Statistics Canada, "The Labour Force"; catalogue number 71-001.

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1. INTRODUCTION

This report assesses the performance of the Manitoba labour market during 1981 in terms of working age population, labour force size, rate of labour force participation, employment, unemployment and unemployment rates. Emphasis is placed equally on changes during the past year and a consideration of longer term trends. Most of the data is available from Statistics Canada's Labour Force Survey with additional information from the Canada Employment and Immigration Commission, the Conference Board of Canada, Statistics Canada's Population Division and Manitoba Department of Labour and Manpower, Research Branch.

2. TOTAL POPULATION AND WORKING AGE POPULATION

2.1 Total Population

According to preliminary Statistics Canada data Manitoba's total population increased by 1,500 persons between June 1, 1980 and June 1, 1981. As of June 1, 1981 the province's overall population was estimated at 1,031,000. The increase in 1981 came after two years of declining population and the estimate remains below the peak of 1,033,500 reached on June 1, 1978. Note that these population estimates are based on June 1, the census date of record. Interim population counts show Manitoba's population to be 1,034,400 as of January 1, 1982.

Manitoba net migration* losses totaled -6,400 in 1980-81, higher than the long term average of -4,400 over the twenty years since the 1961-62 census year. However, though net migration losses remained high in 1980-81, the change to positive population growth from the negative growth of the two previous years was due to smaller net losses than had been experienced in 1978-79 and 1979-80. Net migration losses in those years totaled -9,200 and -10,600 respectively. The difference in 1980-81 compared to 1978-79 is totally attributable to greater net international migration gains, while the difference compared to 1979-80 is the result of smaller net inter-provincial migration losses.

*Net migration equals the total of international and interprovincial migration.

The Manitoba natural increase (births minus deaths) was unchanged at 7,800 in 1980-81 compared to the previous year. There has been an almost steady long-term decline in the number of births since 1961-62 when the natural increase was double what it is at present.

2.2 Working Age Population

Manitoba's working age population* increased by 5,000 or 0.7% to 757,000 in 1981. This rate of growth was below the average of 1.3% annually from 1966-81, but was a larger increase than experienced in the province during the previous two years. The slower growth compared to the historical average is in keeping with the national trend and results from declining birth rates since the early 1960's and consequently a smaller movement into the present working age population from those under 15 years of age each year. The improvement in Manitoba's working age population growth in 1981 compared with 1979 and 1980 has resulted from a smaller net migration loss in the most recent year.

Compared to other provinces and the Canadian average, Manitoba's working age population has been growing quite slowly (see Table 1). In 1981, the province's 0.7% increase was the slowest rate of all provinces and well below the Canadian average of 1.6%. Manitoba's slower rate of growth can be attributed to relatively large interprovincial migration losses in most years. The recent trend towards a lower rate of working age population growth that has been experienced in Manitoba is also evident for most other provinces and the Canadian average, though it is less pronounced elsewhere. Manitoba's working age population grew by an annual average of 1.4% from 1975-78 and that growth was reduced to 0.5% from 1978-81. This compared with a slowdown from 2.1% to 1.7% in Canada for the same two periods. Only in the far Western provinces has there been an exception, with British Columbia's rate of growth being greater from 1978-81 than from 1975-78, and Alberta's only marginally slower. Larger influxes of migrants moving to these provinces in recent years have counteracted the reducing effect of lower birth rates on the working age population.

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*The working age population includes all Manitobans 15 years of age and over, excluding persons living on Indian Reserves, inmates of institutions and full-time members of the armed forces.

TABLE 1

AVERAGE ANNUAL GROWTH OF WORKING AGE POPULATION

BY CANADA AND THE PROVINCES, 1966-81, SELECTED PERIODS

(%)

	1980-81	1978-81	1975-78	1966-81
Newfoundland	2.2	2.3	2.5	2.3
Prince Edward Island	1.1	1.5	2.4	2.0
Nova Scotia	1.1	1.5	1.9	1.9
New Brunswick	1.4	1.8	2.5	2.1
Quebec	1.0	1.1	1.6	1.7
Ontario	1.2	1.5	2.1	2.4
Manitoba	0.7	0.5	1.4	1.3
Saskatchewan	1.4	1.6	2.3	1.0
Alberta	4.1	4.0	4.2	3.7
British Columbia	3.0	2.8	2.2	3.3
Canada	1.6	1.7	2.1	2.3

SOURCE: Statistics Canada, "The Labour Force", 71-001.

2.3 Working Age Population by Age and Sex

The largest ten year age group in the Manitoba working age population is the 15 - 24 year olds which represented 23.9% of the province's working age population in 1981 (see Table 2). However, this proportion has been declining steadily from 25.6% in 1975. The decline is particularly strong among 15-19 year olds which experienced an overall decline of 5,000 from 1975-81. The 20-24 year olds increased by 2,000 in that time.

The second largest ten year age group in the province's working age population is the 25-34 year olds. This group represented 21.7% of the province's total working age population in 1981 up from 19.5% in 1975. While the population is still concentrated among the two younger age groups, it is moving inevitably towards greater proportions of middle aged people in the future. Some of the earlier signs of this are now occurring. In particular, the 35-44 year age group has begun growing faster than the younger groups, increasing by a total of 5.8% from 1978-81, compared to a 5.1% increase for 25-34 year olds and a decline of 4.2% for those 15-24 years of age. People 35-44 years of age represented 14.4% of the province's total working age population in 1981 up from 13.9% in 1975.

TABLE 2

MANITOBA WORKING AGE POPULATION
BY AGE CATEGORY, 1975, 1978 AND 1981
(000)

AGE	1981	% Distribution	1978	% Distribution	1975	% Distribution
15-24	181	23.9	189	25.3	184	25.6
15-19	90	11.9	97	13.0	95	13.2
20-24	91	12.0	92	12.3	89	12.4
25-34	164	21.7	156	20.9	140	19.5
35-44	109	14.4	103	13.8	100	13.9
45-54	95	12.5	100	13.4	105	14.6
55-64	95	12.5	95	12.7	91	12.7
65+	112	14.8	104	13.9	96	13.4
TOTAL	757	100.0	747	100.0	717	100.0

SOURCE: Statistics Canada, "The Labour Force", 71-001.

3. LABOUR FORCE AND PARTICIPATION RATES

The Manitoba labour force increased by 6,000 or 1.2% to 492,000 in 1981. This was below the average annual increase of 9,000 or 2.1% experienced in the province from 1966-81, and was the smallest increase since 1975, when the province's labour force grew by 2,000 or 0.5%. Manitoba ranked eighth among all province's during 1981 with its labour force growing faster than those of Prince Edward Island and Nova Scotia but slower than the Canadian average rate of increase which was 2.7% over the year.

Growth in the labour force is dependent upon the change in working age population (the potential labour force) and the proportion of this population who decide to maintain an attachment to the labour market whether they be employed or unemployed. This proportion is called the labour force participation rate.

Manitoba has now experienced three consecutive years of labour force growth below it's 1966-81 average annual increase. The cause of this slowdown in growth has been the reduced increases in the province's working age population (see Section 2). The province's labour force, however, has continued to increase faster than its working age population because labour force participation rates have been rising steadily. In 1981, the Manitoba participation rate rose by 0.4 percentage points to 65.0%. In the previous five years, the rate had increased by an average of 0.8 percentage points per year. The same trend is evident at the Canada level where the participation rate rose by 0.7 percentage points to 64.7% in 1981. Manitoba had the third highest participation rate of all provinces during 1981, below Ontario (67.7%) and Alberta (71.6%).

3.1 Labour Force and Participation Rates by Age and Sex

The reasons behind rising participation rates become clearer if the participation rates of various characteristic groups of people are looked at. In particular, it is evident that since 1966 male participation rates have been relatively stable in the range of 77%-79% (78.4% in 1981), while female participation rates have continued their long term climb, rising to 52.2% in 1981 from 37.0% in 1966. All 6,000 of the Manitoba labour force increase last year was accounted for

by women who numbered 203,000 labour force participants in 1981. Women represented 41.3% of the total provincial labour force in 1981 compared with 33% in 1966. The male labour force during 1981 was 289,000, unchanged from a year earlier.

In recent years two main factors have affected labour force participation rates. The first factor has been high rates of inflation coupled with increased living standards which has set a tremendous pace of rising consumption volumes and consumption costs for the family unit. The result has been a strong requirement for non-household head family members (mostly female spouses and single children) to contribute financially. The second predominant factor and one complementary to the first, has been changing social attitudes towards women in the workplace such that society has become much more agreeable to the notion of the working woman.

Indications of results attributable to the effects of the above two factors can readily be identified. Labour force participation rates have been steady or declining for married men over 25 years of age and for male household heads. This suggests that the degree of labour force activity among those occupying the "traditional male breadwinner" role has reached a point of saturation. Futher, the participation rates of young people (those 15-24 years of age) who are single and either a child in a family unit or an unattached individual have been rising for both sexes, though the increases are larger for women than men. And most important, the participation rates of women, in general, have been rising with increases largest for 25-44 year old female spouses.

Manitoba's adult (25 and over) labour force grew by 8,000 to 362,000 between 1980 and 1981, while the 15-24 year old labour force declined by 1,000 to 130,000 during the year. The reduction in the youth labour force can be attributed totally to the decline in youth population as their participation rate rose marginally from 71.3% to 71.4% over the year. The adult participation rate increased more strongly, from 62.4% to 63.0% over the year, primarily because of a strong rise in the participation rates of married women. This coupled with increases in the adult population led to the strong expansion of the adult labour force.

TABLE 3

MANITOBA LABOUR FORCE AND PARTICIPATION RATES

BY AGE AND SEX

1980 AND 1981

	Labour Force (000)			Participation Rate (%)	
	1981	1980	% Change	1981	1980
Both Sexes	492	486	1.2	65.0	64.6
Men	289	289	0.0	78.4	78.7
Women	203	197	3.0	52.2	51.1
15 - 24	130	131	-0.8	71.4	71.3
25+	362	354	2.3	63.0	62.4

SOURCE: Statistics Canada, "The Labour Force", 71-001.

3.2 Educational Attainment of the Labour Force

Table 4 provides information on the educational attainment of the Manitoba labour force in both 1975 and 1981. If the labour force is disaggregated into two groups with one being high school or less and the other being more than high school, there would appear to be little change in the general educational attainment of Manitobans. In particular those with more than high school actually declined from 32% of the labour force in 1975 to 31% in 1981. However, within each group there has been an improvement in educational status. The number of people in the provincial labour force with only 0-8 years of schooling actually decreased by 9,000 to 75,000 from 1975-81 and were reduced from 19% to 15% of the total provincial labour force during that time. The number of labour force participants with at least some high school but no post-secondary education increased dramatically by 56,000 to 268,000 from 1975-81, and they rose from 49% to 55% of the province's labour force total. Among those with post-secondary education, the largest growth came among those with a university degree. These people increased by 19,000 to 55,000 from 1975 - 81 and rose from 8% to 11% of the total Manitoba labour force.

TABLE 4

MANITOBA LABOUR FORCE BY EDUCATIONAL ATTAINMENT, 1975 and 1981

	1981 (000)	% of Total	1975 (000)	% of Total
0 - 8 years	75	15.2	84	19.2
Some High School or Diploma	268	54.5	212	48.5
Some Post-Secondary	44	8.9	48	11.0
Post-Secondary Certificate	50	10.2	56	12.8
University Degree	55	11.2	36	8.2
Total	492	100.0	437	100.0

Source: Statistics Canada, "The Labour Force", 71-001.

3.3 Occupational Labour Force

The occupatonal distribution of the 1981 Manitoba labour force is given in Table 5. The major occupational groups in 1981 were Managerial & Professional, Clerical, Service and Processing. The labour force proportions have been increasing most prominently for the Managerial & Professional and Service occupational groups. Compared to 1975 Managerial & Professional has been the fastest growing occupational category, increasing by 25,000 or 29.4% over that period. The only decline in labour force came for Construction workers, from 34,000 in 1975 down to 27,000 in 1981.

Female workers are concentrated in Managerial & Professional and Clerical occupations which together account for 55% of the total female labour force. Women are the dominant participants (over 50%) of the Clerical and Service occupational groups while they represent less than one-fifth of Transport Equipment Operating, Material Handling and Construction occupations. The male labour force is more evenly distributed among the various occupational groups with the two major groups, Managerial & Professional and Processing, accounting for 40% of the total male labour force.

TABLE 5

MANITOBA LABOUR FORCE BY SEX BY OCCUPATION, 1981

OCCUPATION	MALE			FEMALE			BOTH SEXES	
	1981 TOTAL (000)	% OF MALE LABOUR FORCE	% OF OCCUPATIONAL LABOUR FORCE	1981 TOTAL (000)	% OF FEMALE LABOUR FORCE	% OF OCCUPATIONAL LABOUR FORCE	OCCUPATIONAL LABOUR FORCE	% OF TOTAL LABOUR FORCE
MANAGERIAL & PROFESSIONAL	61	21.1	55.5	49	24.1	44.5	110	22.4
CLERICAL	18	6.2	22.2	63	31.0	77.8	81	16.5
SALES	28	9.7	58.3	19	9.4	39.6	48	9.8
SERVICE	30	10.4	42.3	41	20.2	57.7	71	14.4
PRIMARY	39	13.5	81.3	10	4.9	20.8	48	9.8
PROCESSING	55	19.0	79.7	15	7.4	21.7	69	14.0
CONSTRUCTION	27	9.3	100.0	*	-	-	27	5.5
TRANSPORTATION	18	6.2	90.0	*	-	-	20	4.1
MATERIAL HANDLING & OTHER CRAFT	13	4.5	81.3	*	-	-	16	3.3
TOTAL LABOUR FORCE	289	100.0	58.7	203	100.0	41.3	492	100.0

*Less than 4,000.

NOTE: Totals may not add due to rounding.

SOURCE: Statistics Canada, "THE LABOUR FORCE", 71-001

4. EMPLOYED AND EMPLOYMENT GROWTH

The number of Manitobans employed increased by 3,000 or 0.7% to 462,000 from 1980 to 1981. This was the third smallest annual increase in provincial employment since 1966, rating well below the historical average of 7,000 or 1.9% per year achieved over the 1966-81 period. This rate of increase was well below the Canadian average of 2.6% during 1981 and ranked the province seventh fastest overall, ahead of Prince Edward Island (0.0%) and Nova Scotia (0.6%), and equal to Quebec (0.7%). The fastest growing provinces in terms of employment during 1981 were Alberta (5.9%) and British Columbia (4.7%).

Employment growth slowed considerably in Manitoba over the past two years, reflecting weakening economic and labour market conditions. In particular, estimates of output data show that a decline in Manitoba's Real Domestic Product occurred during 1980 for the first time in the 1966-81 period, while a preliminary estimate of a 3.3% increase during 1981 is strongly influenced by a record grain harvest and a resulting 32.2% increase in real domestic agriculture production*. Job opportunities as measured by Canada Employment Centre job vacancies have been in decline the past two years, falling 22% in Manitoba and an even steeper 33% in the City of Winnipeg. This suggest that employment is becoming more difficult to find within the province's major city than in rural areas though the lack of employment opportunities is evident in both areas. The Labour Force Survey supports such a conclusion by measuring a decrease of 2,000 employed to 286,000 in Winnipeg city during 1981.

4.1 Employment by Age and Sex

Women's employment in Manitoba increased by 5,000 to 190,000 during 1981, while men's employment declined by 1,000 to 273,000 over the year. This is consistent with the historical trend. Women have accounted for 40,000 or 89% of the 45,000 increase in the number of workers employed in Manitoba since 1975. The strong movement of women into the labour market coupled with a better availability of suitable employment (eg. part-time jobs) and increased acceptance of female labour market participation have been the major factors underlying this rapid employment expansion. Women accounted for 41% of all employed Manitobans in 1981 compared with 32% in 1966 and 36% as recently as 1975.

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*The Conference Board of Canada, Quarterly Provincial Forecast; December, 1981, Table 4, "Gross Domestic Product by Province and Industry ($71 Constant)."

Employment growth largely mirrors labour force expansion as either a suitable employment opportunity exists before attracting a new labour force participant or to some degree employers adapt their labour requirements to fit the available supply. Thus, most of the employment growth from 1975-81 has occurred among married women over 25 years of age, also the area of largest labour force growth. Many of these women were spouses within a family unit. Employment of female spouses increased by 20,000 or 22% to 109,000 over the period. There was also a strong increase in the number of employed female household heads which increased by 6,000 or 55% to 17,000 from 1975-81. These figures are strongly indicative of the increased importance of the labour market role being undertaken by Manitoba women.

Employment increased by 4,000 or 3.6% to 116,000 from 1975-81 for those 15-24 years of age. The numbers of employed increased for young singles and decreased for young married people, but this was due to an increase in the proportion of young people remaining single and not any significant change in the labour market activities of the two groups. Employment increased by 42,000 or 13.8% to 347,000 for those 25 years of age and over from 1975-81. This represented over 90% of the increase in provincial employment over the period. Despite this strong increase, the employment of married men over 25 years of age declined by 4,000 from 1975-81 and correspondingly there was a seduction of 5,000 in the number of employed male household heads. These declines emphasize the point made earlier that active labour force participation of the traditional male breadwinner is at or near the satuation point.

TABLE 6

MANITOBA EMPLOYMENT BY AGE AND SEX, 1975-81

	1981 (000)	1975 (000)	Change 000	Change %
Both Sexes	462	417	45	10.8
15 - 24	116	112	4	3.6
25+	347	305	42	13.8
Male	273	267	6	2.2
15 - 24	63	63	0	0.0
25+	210	204	6	2.9
Female	190	150	40	26.7
15 - 24	53	48	5	10.4
25+	136	102	34	33.3

SOURCE: Statistics Canada, "The Labour Force", 71-001.

4.2 Part-Time and Full-Time Employment

As Table 7 shows, women are by far the largest proportion of part-time workers, representing 51,000 or 73% of the 70,000 total employed part-time in 1981. In comparison, women represented 138,000 or 35% of all full-time workers. Of the total number of women employed in 1981, 27% were involved in part-time employment compared with only 7% of men.

Information on job tenure (at the same place of employment) for 1981 indicates some interesting differences in the labour market characteristics of the two sexes. The data portrays women as having a much shorter job tenure than men. For instance, among Manitoba's employed women, 64% were employed by the same employer five years or less, while only 50% of employed men were in that category. Further, only 16% of employed women had remained with the same firm for more than 10 years, compared to 32% of employed men. This information is what would be expected given that many women are now making their initial entrance to the labour force and have not had the opportunity to establish longer job tenure. A proportion of the differential may be due to the greater inherent labour market instability of female employees compared to their male counterparts as a result of their child bearing role in society, that they are largely concentrated in lower paying and or part-time positions, etc. However, the data is not explicit enough to draw reliable conclusions.

The number of workers of both sexes employed part-time in Manitoba did not increase from 1980 to 1981, remaining steady at 70,000. Full-time employment rose by 4,000 to 393,000 during the year. However, since the data was first collected in 1975 the long term trend has been stronger annual growth rates in part-time compared to full-time employment. Over that six year period, part-time employment has grown by 16,000 or 30%. Full-time employment has grown by 30,000 from 1975-81, but that represented only an 8% increase.

Another indication of the degree to which people are employed full-time is the usual number of hours worked per week-that is, the number of hours a job calls for excluding overtime, holidays, etc. In Manitoba during 1981 each employed person worked an average of 38.8 hours per week. The Manitoba estimate was higher than the Canadian average of 38.3 hours. In 1975 the

usual hours per week per working person was 39.6 in Manitoba and 39.2 in Canada. Since these numbers show a decline of almost one hour per week per worker over the last six years, they suggest an increased prominence of part-time employment.

TABLE 7

MANITOBA FULL-TIME AND PART-TIME EMPLOYMENT BY SEX

1980 AND 1981

(000)

	1981			1980		
	Total	Part-Time	Full-Time	Total	Part-Time	Full-Time
Both Sexes	462	70	393	459	70	389
Male	273	18	254	274	18	256
Female	190	51	138	185	52	132

SOURCE: Statistics Canada, "The Labour Force", 71-001.

4.3 Employment by Industry

Within Manitoba's individual industrial sectors, the largest employment increases in 1981 occurred in Manufacturing (+4,000) and Community, Business and Personal Services (+2,000). The Manufacturing sector has been growing steadily since 1977 and at 68,000 was 14,000 higher during 1981 than four years previous. The strongest growth areas have been in clothing, food and beverage, machinery and transportation equipment manufacturing. Employment growth has been steady in Community, Business and Personal Services with primary areas of strength being services to business management, personal services and accommodation and food services. This industrial category is the largest in the province representing 135,000 or 29% of total provincial employment in 1981.

Employment declines during 1981 occurred in the Agriculture (-1,000), Other Primary (-1,000) and Construction (-2,000) industries. Agricultural employment has been reduced by constraints on disposable income available to farmers. Rising costs coupled with price reductions on agricultural production have reduced farmers' available operating funds and negatively affected their demand for off-farm help. The Other Primary sector has

also been affected by falling prices, particularly in metal mining which constitutes over one-half of employment in this sector in Manitoba. The Construction industry experienced its third consecutive year of employment declines in Manitoba, falling from a peak of 26,000 in 1978 to 21,000 in 1981. Construction activity was up for most types of construction during 1981, but this was largely based on a short-term recovery earlier in the year which lasted only until the steep rise in interests rates experienced in the second quarter.

TABLE 8

MANITOBA EMPLOYMENT BY INDUSTRY, 1975-81

(000)

INDUSTRY	1981	1980	1979	1978	1977	1976	1975
Agriculture	43	44	46	44	42	38	41
Other Primary	6	7	8	8	8	6	*
Manufacturing	68	64	63	59	54	60	65
Construction	21	23	25	26	24	25	24
Transportation, Communications & Other Utilities	51	50	50	48	49	53	47
Trade	80	80	83	78	77	77	80
Finance, Insurance & Real Estate	24	24	21	23	22	20	19
Community, Business & Personal Services	135	133	127	124	120	117	109
Public Administration	35	34	31	31	33	30	28
All Industries	462	459	453	440	429	426	417

*Less than 4,000.

NOTE: Totals may not add due to rounding.

SOURCE: Statistics Canada, "The Labour Force", 71-001.

5. UNEMPLOYED AND UNEMPLOYMENT RATES

The number of workers unemployed in Manitoba rose by 2,000 to 29,000 in 1981. This was the second consecutive year of rising unemployment in the province but the numbers remained below the peak high of 31,000 unemployed recorded in 1978. The province's unemployment rate also increased for the second consecutive year rising from 5.5% in 1980 to 6.0% in 1981. This also remained below the 1978 peak of 6.5%. Other measures of the unemployed include Canada Employment Centre registered vacancies and Unemployment Insurance claimants. For Manitoba, these two measures increased by 8.2% and 11.6% respectively between 1980 and 1981.

The Canadian aggregate unemployment rate rose marginally from 7.5% in 1980 to 7.6% in 1981. Unemployment rates in other provinces increased except in Ontario and British Columbia. Manitoba retained the third lowest unemployment rate, higher than only Saskatchewan and Alberta. Winnipeg's unemployment rate rose from 5.8% in 1980 to 6.5% in 1981 and ranked the city seventh lowest among 23 major Canadian metropolitan centres.

TABLE 9

UNEMPLOYMENT RATES BY CANADA AND PROVINCES, 1978-81

(%)

	1981	1980	1979	1978
Newfoundland	14.1	13.5	15.4	16.4
Prince Edward Island	11.4	10.8	11.3	9.9
Nova Scotia	10.2	9.8	10.2	10.6
New Brunswick	11.7	11.1	11.1	12.6
Quebec	10.4	9.9	9.6	10.9
Ontario	6.6	6.9	6.5	7.2
Manitoba	6.0	5.5	5.4	6.5
Saskatchewan	4.6	4.4	4.2	4.9
Alberta	3.8	3.7	3.9	4.7
British Columbia	6.7	6.8	7.7	8.3
Canada	7.6	7.5	7.5	8.4

SOURCE: Statistics Canada, "The Labour Force", 71-001.

5.1 Unemployed and Unemployment Rates by Age and Sex

The rise in unemployment and unemployment rates during 1981 were felt by both sexes and both major age groups. The unemployment rate for 15-24 year olds reached 10.6% during 1981, a one-half percentage point increase over the previous year but over a full percentage point below the 1978 peak of 11.8%. The 25+ age category experienced a similar increase, rising one-half a percentage point from 3.8% in 1980 to 4.3% in 1981. The 1981 rate for workers 25+ was only 0.3 percentage points below the 1978 high, however, suggesting a slight trend towards higher relative rates for the older age group.

For the two sexes unemployment rates also rose during 1981, by 0.5 percentage points to 5.6% for men and by 0.4 percentage points to 6.5% for women. However, the female unemployment rate was almost a full percentage point below its 1978 peak of 7.4%, while the male unemployment rate was only 0.4 percentage points below its high, suggesting the recent trend to be a closing of the differential rates for the two sexes. Both of the suggested trends are consistent with the data on the numbers of employed which show employment growth has been weaker for older men and stronger for older women and the young of both sexes.

TABLE 10

MANITOBA UNEMPLOYED AND UNEMPLOYMENT RATES

BY AGE AND SEX, 1978-81

	UNEMPLOYED (000)				UNEMPLOYMENT RATES (%)			
	1981	1980	1979	1978	1981	1980	1979	1978
Both Sexes	29	27	26	31	6.0	5.5	5.4	6.5
15 - 24	14	13	13	15	10.6	10.1	9.7	11.8
25+	16	13	13	16	4.3	3.8	3.7	4.6
Male	16	15	14	17	5.6	5.1	4.7	6.0
15 - 24	8	8	7	9	11.0	10.9	9.7	12.7
25+	8	7	7	8	3.9	3.3	3.1	3.8
Female	13	12	12	14	6.5	6.1	6.3	7.4
15 - 24	6	6	6	6	10.0	9.3	9.7	10.7
25+	7	6	6	8	5.0	4.7	4.8	5.9

SOURCE: Statistics Canada, "The Labour Force", 71-001.

5.2 Economic Hardship

The concept of Economic hardship has to do with the types of people unemployed rather than the total numbers of unemployed. Indicators associated with the concept of economic hardship showed either no change or some increase in 1981 compared with 1980. However, the numbers did not rise above the peaks established during 1978. These indicators include:

- the average duration of unemployment among Manitoba's unemployed rose in 1981 to 12.1 weeks from 11.7 weeks in 1980, but remained below the 14.0 weeks recorded in 1978.
- the number of unemployed looking for permanent full-time work rose 2,000 to 20,000 in 1981, remaining 1,000 below the 21,000 recorded in 1978.
- the number of unemployed who lost their job or were laid off increased by 2,000 to 14,000 in 1981, but remained below the 15,000 reported in 1978.
- the number of unemployed who had been unemployed for over six months increased by 1,000 to 9,000 in 1981. Data for 1978 is not available.
- the number of families with at least one unemployed person increased by 2,000 to 23,000, but remained below the 1978 peak of 24,000.
- the number of household heads unemployed was unchanged at 7,000 in 1981, from both 1980 and 1978.
- among families with at least one unemployed person, 5,000 had no employed family member in 1981. This was unchanged from 1980. Data for 1978 was not available.

5.3 Hidden Unemployment

It should be noted that the methodolgy used by Statistics Canada to measure the number of workers unemployed is not an exact one. As is often pointed out there is a good deal of "hidden unemployment" which often goes unnoticed in the official statistics. What is not often mentioned is that the official count of unemployment also includes a degree of over estimation of the unemployment situation. The two inaccuracies may or may not cancel each other out. It is not within the purview of this report to attempt an exact estimation, nor an analysis of either the overestimation or underestimation

of the level of unemployment in Manitoba. However, it should prove useful to identify the more obvious examples of each.

Overestimation of unemployment occurs in two major ways. First, the unemployed person may not actually be looking for work if he is either on layoff with assurances of a future job start to return to or if he has negotiated a future start. While such people fit the definition of unemployed they are not necessarily faced with the same problems as those who have no future job. In 1981 approximately 2,000 of the 29,000 Manitobans unemployed were not looking for work for these reasons. Second, not every unemployed person is looking for permanent full-time employment. For these people their state of unemployment can be considered temporary or of a lower degree than those seeking a full-time job. During 1981 about 5,000 of Manitoba's unemployed were looking for part-time work, while another 2,000 were looking for only temporary full-time work.

Underestimation of unemployment also occurs in two major ways. First, there are a number of people classified as: "not in the labour force" (neither employed nor unemployed) who do have a significant degree of labour force attachment. Data is not available to measure this underestimation of unemployment accurately but analysis of 1977 Canada data (published in Statistics Canada, "The Labour Force", August, 1978) can provide a ball park figure. That figure is approximately 1% of those not in the labour force and includes those looking for employment in the past four weeks who weren't available in the reference week and those who had looked for work in the last six months, but not in the past four weeks because they felt no employment opportunity was available. (the discouraged worker). If this same proportion can be applied to the Manitoba data for 1981 which showed 265,000 people not in the labour force, it can be suggested the numbers of unemployed are underestimated in this way by about 3,000.

This proportion could rise in periods of high unemployment such as that presently being experienced as more and more workers become discouraged following unsuccessful job searches. However, periods of high unemployment also draws people into the labour market, particularly non-household heads trying to supplement family income. Again, an exact analysis of the net effect is not attempted here.

A second way unemployment may be considered to be underestimated is through underemployment, whether that implies a failure to fully utilize a persons time available for work or failure to fully utilize a persons employable skills. It is not possible to estimate the number of people who are not employed to their full skill potential, but Statistics Canada does provide some indication of under-utilized available time. The data shows that the number of people working part-time in Manitoba who were doing so because that was all they could find numbered 8,000 in 1981.

5.4 Multiple Job Holders

Another factor which can affect the unemployment situation but is rarely taken into consideration is the degree of "moonlighting" or multiple job holding occurring at a particular time. Recent data shows that the number of people holding more than one job has risen steadily as a percentage of the labour force in both Manitoba and Canada. From 1980 to 1981 the number of multiple job holders increased by 4,000 to 22,000 in Manitoba. Since 1975 the number of multiple job holders has risen by 10,000 or 83% in Manitoba, increasing from 2.7% of the labour force to 4.5% in 1981. Most multiple job holders are men, people with multiple dependents, low wage earners or previously married women, and they tend to hold more than one job because of the need for higher income levels. What the data suggests is that the economic reality of higher prices and the rising propensity for better living standards (the same factors drawing women and youth into the labour force) are causing the increase in the number of multiple job holders. This tends to place a larger burden on the economies of Manitoba and Canada for creating job opportunities and can be considered an important factor in the recent unemployment rate increases.